

## UJI VALIDITAS DAN RELIABILIAS VARIABEL KOMPENSASI

### Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded <sup>a</sup>	0	.0
	Total	20	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.858	4

### Item Statistics

	Mean	Std. Deviation	N
X1_1	3.50	.827	20
X1_2	3.75	.910	20
X1_3	4.20	1.005	20
X1_4	3.75	1.118	20

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X1_1	11.70	7.168	.618	.854
X1_2	11.45	6.155	.798	.782
X1_3	11.00	6.105	.699	.821
X1_4	11.45	5.524	.726	.815



## UJI VALIDITAS DAN RELIABILIAS VARIABEL DISIPLIN KERJA

### Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded <sup>a</sup>	0	.0
	Total	20	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.910	4

### Item Statistics

	Mean	Std. Deviation	N
X2_1	3.25	1.070	20
X2_2	3.40	1.188	20
X2_3	3.60	.995	20
X2_4	3.45	1.099	20

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X2_1	10.45	8.576	.836	.869
X2_2	10.30	8.432	.742	.905
X2_3	10.10	9.042	.823	.876
X2_4	10.25	8.618	.795	.883



## UJI VALIDITAS DAN RELIABILIAS VARIABEL KONFLIK KERJA

### Case Processing Summary

		N	%
Cases	Valid	20	100.0
	Excluded <sup>a</sup>	0	.0
	Total	20	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

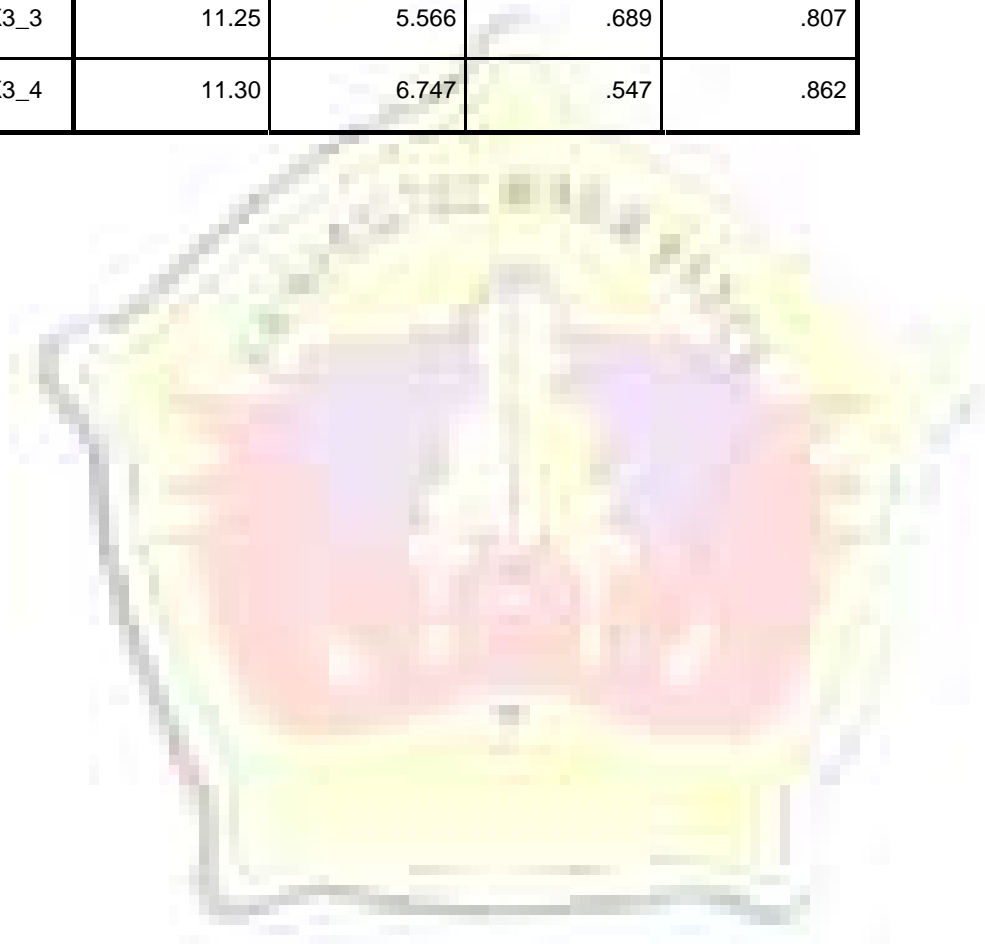
Cronbach's Alpha	N of Items
.849	4

### Item Statistics

	Mean	Std. Deviation	N
X3_1	3.85	.988	20
X3_2	3.75	1.020	20
X3_3	3.70	.923	20
X3_4	3.65	.745	20

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X3_1	11.10	4.726	.865	.723
X3_2	11.20	5.221	.678	.815
X3_3	11.25	5.566	.689	.807
X3_4	11.30	6.747	.547	.862



# **UJI VALIDITAS DAN RELIABILIAS VARIABEL KINERJA KARYAWAN**

## **Case Processing Summary**

		N	%
Cases	Valid	20	100.0
	Excluded <sup>a</sup>	0	.0
	Total	20	100.0

a. Listwise deletion based on all variables in the procedure.

## **Reliability Statistics**

Cronbach's Alpha	N of Items
.875	4

## **Item Statistics**

	Mean	Std. Deviation	N
Y_1	3.60	.883	20
Y_2	3.65	.745	20
Y_3	3.70	1.129	20
Y_4	4.05	.759	20

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Y_1	11.40	5.411	.749	.833
Y_2	11.35	5.924	.768	.834
Y_3	11.30	4.011	.880	.785
Y_4	10.95	6.366	.606	.885





### Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja Karyawan (Y)	15.22	2.779	54
Kompensasi (X1)	15.19	3.274	54
Disiplin Kerja (X2)	14.48	3.352	54
Konflik Kerja (X3)	14.89	3.051	54

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Konflik Kerja (X3), Disiplin Kerja (X2), Kompensasi (X1) <sup>b</sup>	.	Enter

a. Dependent Variable: Kinerja Karyawan (Y)

b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.926 <sup>a</sup>	.858	.850	1.077

a. Predictors: (Constant), Konflik Kerja (X3), Disiplin Kerja (X2), Kompensasi (X1)

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	351.341	3	117.114	100.973	.000 <sup>b</sup>
	Residual	57.992	50	1.160		
	Total	409.333	53			

a. Dependent Variable: Kinerja Karyawan (Y)

b. Predictors: (Constant), Konflik Kerja (X3), Disiplin Kerja (X2), Kompensasi (X1)

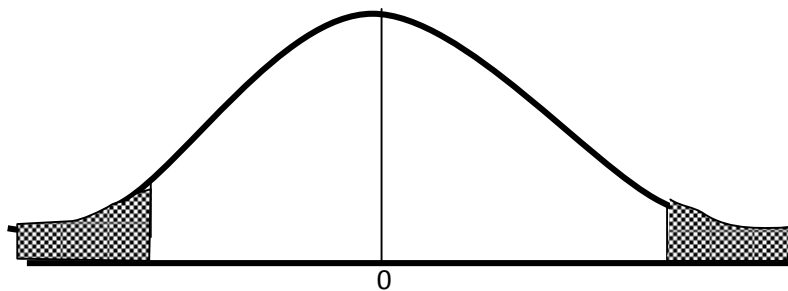
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.702	1.169		4.022	.000
	Kompensasi (X1)	.408	.061	.481	6.742	.000
	Disiplin Kerja (X2)	.413	.059	.498	7.010	.000
	Konflik Kerja (X3)	-.112	.050	-.122	-2.246	.029

a. Dependent Variable: Kinerja Karyawan (Y)

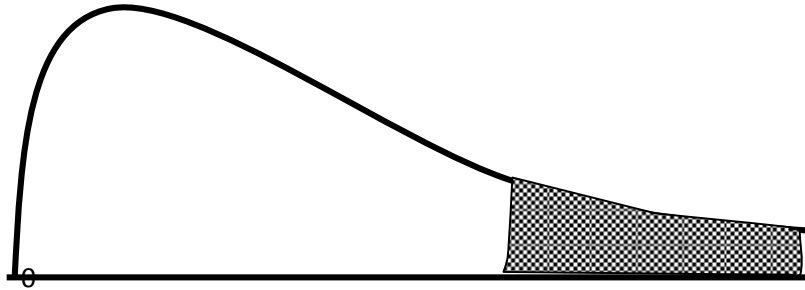


### Cuplikan Tabel Distribusi t



No	10%	5%	2,5%
31	1.309	1.696	2.040
32	1.309	1.694	2.037
33	1.308	1.692	2.035
34	1.307	1.691	2.032
35	1.306	1.690	2.030
36	1.306	1.688	2.028
37	1.305	1.687	2.026
38	1.304	1.686	2.024
39	1.304	1.685	2.023
40	1.303	1.684	2.021
41	1.303	1.683	2.020
42	1.302	1.682	2.018
43	1.302	1.681	2.017
44	1.301	1.680	2.015
45	1.301	1.679	2.014
46	1.300	1.679	2.013
47	1.300	1.678	2.012
48	1.299	1.677	2.011
49	1.299	1.677	2.010
50	1.299	1.676	2.009
51	1.298	1.675	2.008
52	1.298	1.675	2.007
53	1.298	1.674	2.006
54	1.297	1.674	2.005
55	1.297	1.673	2.004
56	1.297	1.673	2.003
57	1.297	1.672	2.002
58	1.296	1.672	2.002
59	1.296	1.671	2.001
60	1.296	1.671	2.000

Tabel F untuk  $\alpha = 0.05$



df	1	2	3	4	5	6	7	8
31	4.160	3.305	2.911	2.679	2.523	2.409	2.323	2.255
32	4.149	3.295	2.901	2.668	2.512	2.399	2.313	2.244
33	4.139	3.285	2.892	2.659	2.503	2.389	2.303	2.235
34	4.130	3.276	2.883	2.650	2.494	2.380	2.294	2.225
35	4.121	3.267	2.874	2.641	2.485	2.372	2.285	2.217
36	4.113	3.259	2.866	2.634	2.477	2.364	2.277	2.209
37	4.105	3.252	2.859	2.626	2.470	2.356	2.270	2.201
38	4.098	3.245	2.852	2.619	2.463	2.349	2.262	2.194
39	4.091	3.238	2.845	2.612	2.456	2.342	2.255	2.187
40	4.085	3.232	2.839	2.606	2.449	2.336	2.249	2.180
41	4.079	3.226	2.833	2.600	2.443	2.330	2.243	2.174
42	4.073	3.220	2.827	2.594	2.438	2.324	2.237	2.168
43	4.067	3.214	2.822	2.589	2.432	2.318	2.232	2.163
44	4.062	3.209	2.816	2.584	2.427	2.313	2.226	2.157
45	4.057	3.204	2.812	2.579	2.422	2.308	2.221	2.152
46	4.052	3.200	2.807	2.574	2.417	2.304	2.216	2.147
47	4.047	3.195	2.802	2.570	2.413	2.299	2.212	2.143
48	4.043	3.191	2.798	2.565	2.409	2.295	2.207	2.138
49	4.038	3.187	2.794	2.561	2.404	2.290	2.203	2.134
50	4.034	3.183	2.790	2.557	2.400	2.286	2.199	2.130
51	4.030	3.179	2.786	2.553	2.397	2.283	2.195	2.126
52	4.027	3.175	2.783	2.550	2.393	2.279	2.192	2.122
53	4.023	3.172	2.779	2.546	2.389	2.275	2.188	2.119
54	4.020	3.168	2.776	2.543	2.386	2.272	2.185	2.115
55	4.016	3.165	2.773	2.540	2.383	2.269	2.181	2.112
56	4.013	3.162	2.769	2.537	2.380	2.266	2.178	2.109
57	4.010	3.159	2.766	2.534	2.377	2.263	2.175	2.106
58	4.007	3.156	2.764	2.531	2.374	2.260	2.172	2.103
59	4.004	3.153	2.761	2.528	2.371	2.257	2.169	2.100
60	4.001	3.150	2.758	2.525	2.368	2.254	2.167	2.097

**TABEL R**

<b>DF</b>	<b>10%</b>	<b>5%</b>	<b>2,5%</b>	<b>1%</b>
1	0.951	0.988	0.997	1.000
2	0.800	0.900	0.950	0.980
3	0.687	0.805	0.878	0.934
4	0.608	0.729	0.811	0.882
5	0.551	0.669	0.754	0.833
6	0.507	0.621	0.707	0.789
7	0.472	0.582	0.666	0.750
8	0.443	0.549	0.632	0.715
9	0.419	0.521	0.602	0.685
10	0.398	0.497	0.576	0.658
11	0.380	0.476	0.553	0.634
12	0.365	0.458	0.532	0.612
13	0.351	0.441	0.514	0.592
14	0.338	0.426	0.497	0.574
15	0.327	0.412	0.482	0.558
16	0.317	0.400	0.468	0.543
17	0.308	0.389	0.456	0.529
18	0.299	0.378	0.444	0.516
19	0.291	0.369	0.433	0.503
20	0.284	0.360	0.423	0.492
21	0.277	0.352	0.413	0.482
22	0.271	0.344	0.404	0.472
23	0.265	0.337	0.396	0.462
24	0.260	0.330	0.388	0.453
25	0.255	0.323	0.381	0.445
26	0.250	0.317	0.374	0.437
27	0.245	0.311	0.367	0.430
28	0.241	0.306	0.361	0.423
29	0.237	0.301	0.355	0.416
30	0.233	0.296	0.349	0.409
31	0.229	0.291	0.344	0.403
32	0.225	0.287	0.339	0.397
33	0.222	0.283	0.334	0.392
34	0.219	0.279	0.329	0.386
35	0.216	0.275	0.325	0.381
36	0.213	0.271	0.320	0.376
37	0.210	0.267	0.316	0.371
38	0.207	0.264	0.312	0.367
39	0.204	0.260	0.308	0.362
40	0.202	0.257	0.304	0.358
41	0.199	0.254	0.301	0.354
42	0.197	0.251	0.297	0.350
43	0.195	0.248	0.294	0.346

44	0.192	0.246	0.291	0.342
45	0.190	0.243	0.288	0.338
46	0.188	0.240	0.285	0.335
47	0.186	0.238	0.282	0.331
48	0.184	0.235	0.279	0.328
49	0.182	0.233	0.276	0.325
50	0.181	0.231	0.273	0.322
51	0.179	0.228	0.271	0.319
52	0.177	0.226	0.268	0.316
53	0.175	0.224	0.266	0.313
54	0.174	0.222	0.263	0.310
55	0.172	0.220	0.261	0.307
56	0.171	0.218	0.259	0.305
57	0.169	0.216	0.256	0.302
58	0.168	0.214	0.254	0.300
59	0.166	0.213	0.252	0.297
60	0.165	0.211	0.250	0.295
61	0.164	0.209	0.248	0.293
62	0.162	0.207	0.246	0.290
63	0.161	0.206	0.244	0.288
64	0.160	0.204	0.242	0.286
65	0.159	0.203	0.240	0.284
66	0.157	0.201	0.239	0.282
67	0.156	0.200	0.237	0.280
68	0.155	0.198	0.235	0.278
69	0.154	0.197	0.234	0.276
70	0.153	0.195	0.232	0.274

## Frekuensi Identitas Responden

### Statistics

		Jenis Kelamin	Usia	Pendidikan	Masa Kerja
N	Valid	54	54	54	54
	Missing	0	0	0	0

### Frequency Table

#### Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	28	51.9	51.9	51.9
	Wanita	26	48.1	48.1	100.0
	Total	54	100.0	100.0	

#### Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 - 25 th	3	5.6	5.6	5.6
	26 - 30 th	15	27.8	27.8	33.3
	31 - 39 th	30	55.6	55.6	88.9
	40 - 49 th	6	11.1	11.1	100.0
	Total	54	100.0	100.0	

### Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	36	66.7	66.7	66.7
	D3/S1	18	33.3	33.3	100.0
	Total	54	100.0	100.0	

### Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5 - 10 th	5	9.3	9.3	9.3
	11 - 15 th	10	18.5	18.5	27.8
	16 - 20 th	13	24.1	24.1	51.9
	> 20 th	26	48.1	48.1	100.0
	Total	54	100.0	100.0	



## Frekuensi Kompensasi

Statistics

		X1_1	X1_2	X1_3	X1_4	Kompensasi (X1)
N	Valid	54	54	54	54	54
	Missing	0	0	0	0	0
Mean		3.69	3.78	4.00	3.72	15.19
Median		4.00	4.00	4.00	4.00	16.00
Mode		4	4	5	4	16
Sum		199	204	216	201	820

## Frequency Table

X1\_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	7	13.0	13.0	14.8
	3	10	18.5	18.5	33.3
	4	26	48.1	48.1	81.5
	5	10	18.5	18.5	100.0
	Total	54	100.0	100.0	

X1\_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.7	3.7	3.7
	2	3	5.6	5.6	9.3
	3	11	20.4	20.4	29.6
	4	27	50.0	50.0	79.6
	5	11	20.4	20.4	100.0
	Total	54	100.0	100.0	

X1\_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	1	1.9	1.9	3.7
	3	15	27.8	27.8	31.5
	4	17	31.5	31.5	63.0
	5	20	37.0	37.0	100.0
	Total	54	100.0	100.0	

X1\_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	5	9.3	9.3	11.1

	3	14	25.9	25.9	37.0
	4	22	40.7	40.7	77.8
	5	12	22.2	22.2	100.0
	Total	54	100.0	100.0	

**Kompensasi (X1)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7	1	1.9	1.9	1.9
	8	1	1.9	1.9	3.7
	9	2	3.7	3.7	7.4
	10	2	3.7	3.7	11.1
	11	5	9.3	9.3	20.4
	12	1	1.9	1.9	22.2
	13	2	3.7	3.7	25.9
	14	3	5.6	5.6	31.5
	15	5	9.3	9.3	40.7
	16	10	18.5	18.5	59.3
	17	8	14.8	14.8	74.1
	18	7	13.0	13.0	87.0
	19	5	9.3	9.3	96.3
	20	2	3.7	3.7	100.0
	Total	54	100.0	100.0	

## Frekuensi Variabel Disiplin Kerja

Statistics

		X2_1	X2_2	X2_3	X2_4	Disiplin Kerja (X2)
N	Valid	54	54	54	54	54
	Missing	0	0	0	0	0
Mean		3.61	3.52	3.61	3.74	14.48
Median		4.00	4.00	4.00	4.00	15.00
Mode		4	4	4	4	16
Sum		195	190	195	202	782

## Frequency Table

X2\_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	8	14.8	14.8	16.7
	3	11	20.4	20.4	37.0
	4	25	46.3	46.3	83.3
	5	9	16.7	16.7	100.0
	Total	54	100.0	100.0	

X2\_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	5.6	5.6	5.6
	2	5	9.3	9.3	14.8
	3	12	22.2	22.2	37.0
	4	29	53.7	53.7	90.7
	5	5	9.3	9.3	100.0
	Total	54	100.0	100.0	

X2\_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.7	3.7	3.7
	2	1	1.9	1.9	5.6
	3	19	35.2	35.2	40.7
	4	26	48.1	48.1	88.9
	5	6	11.1	11.1	100.0
	Total	54	100.0	100.0	

X2\_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	5.6	5.6	5.6
	2	1	1.9	1.9	7.4
	3	15	27.8	27.8	35.2

	4	23	42.6	42.6	77.8
	5	12	22.2	22.2	100.0
	Total	54	100.0	100.0	

**Disiplin Kerja (X2)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7	3	5.6	5.6	5.6
	9	3	5.6	5.6	11.1
	10	1	1.9	1.9	13.0
	11	5	9.3	9.3	22.2
	12	3	5.6	5.6	27.8
	13	2	3.7	3.7	31.5
	14	6	11.1	11.1	42.6
	15	5	9.3	9.3	51.9
	16	10	18.5	18.5	70.4
	17	5	9.3	9.3	79.6
	18	6	11.1	11.1	90.7
	19	5	9.3	9.3	100.0
	Total	54	100.0	100.0	

## Frekuensi Variabel Konflik Kerja

Statistics

		X3_1	X3_2	X3_3	X3_4	Konflik Kerja (X3)
N	Valid	54	54	54	54	54
	Missing	0	0	0	0	0
Mean		3.70	3.74	3.70	3.74	14.89
Median		4.00	4.00	4.00	4.00	16.00
Mode		4	4	4	4	18
Sum		200	202	200	202	804

## Frequency Table

X3\_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	7	13.0	13.0	14.8
	3	9	16.7	16.7	31.5
	4	27	50.0	50.0	81.5
	5	10	18.5	18.5	100.0
	Total	54	100.0	100.0	

**X3\_2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	4	7.4	7.4	9.3
	3	12	22.2	22.2	31.5
	4	28	51.9	51.9	83.3
	5	9	16.7	16.7	100.0
	Total	54	100.0	100.0	

**X3\_3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	1	1.9	1.9	3.7
	3	19	35.2	35.2	38.9
	4	25	46.3	46.3	85.2
	5	8	14.8	14.8	100.0
	Total	54	100.0	100.0	

**X3\_4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	2	3.7	3.7	5.6
	3	17	31.5	31.5	37.0



	4	24	44.4	44.4	81.5
	5	10	18.5	18.5	100.0
	Total	54	100.0	100.0	

**Konflik Kerja (X3)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	7	1	1.9	1.9	1.9
	9	2	3.7	3.7	5.6
	10	1	1.9	1.9	7.4
	11	7	13.0	13.0	20.4
	12	4	7.4	7.4	27.8
	13	1	1.9	1.9	29.6
	14	4	7.4	7.4	37.0
	15	5	9.3	9.3	46.3
	16	10	18.5	18.5	64.8
	17	5	9.3	9.3	74.1
	18	11	20.4	20.4	94.4
	19	3	5.6	5.6	100.0
	Total	54	100.0	100.0	

## Frekuensi Variabel Kinerja Karyawan

Statistics

		Y_1	Y_2	Y_3	Y_4	Kinerja Karyawan (Y)
N	Valid	54	54	54	54	54
	Missing	0	0	0	0	0
Mean		3.70	3.72	3.83	3.96	15.22
Median		4.00	4.00	4.00	4.00	16.00
Mode		4	4	4	4	16 <sup>a</sup>
Sum		200	201	207	214	822

a. Multiple modes exist. The smallest value is shown

## Frequency Table

Y\_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	3.7	3.7	3.7
	2	4	7.4	7.4	11.1
	3	2	3.7	3.7	14.8
	4	46	85.2	85.2	100.0
	Total	54	100.0	100.0	

Y\_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	3	5.6	5.6	7.4
	3	10	18.5	18.5	25.9
	4	36	66.7	66.7	92.6
	5	4	7.4	7.4	100.0
	Total	54	100.0	100.0	

Y\_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	2	3.7	3.7	5.6
	3	15	27.8	27.8	33.3
	4	23	42.6	42.6	75.9
	5	13	24.1	24.1	100.0
	Total	54	100.0	100.0	

Y\_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.9	1.9	1.9
	2	2	3.7	3.7	5.6
	3	13	24.1	24.1	29.6

	4	20	37.0	37.0	66.7
	5	18	33.3	33.3	100.0
	Total	54	100.0	100.0	

**Kinerja Karyawan (Y)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	8	1	1.9	1.9	1.9
	9	2	3.7	3.7	5.6
	10	2	3.7	3.7	9.3
	11	3	5.6	5.6	14.8
	12	1	1.9	1.9	16.7
	13	3	5.6	5.6	22.2
	14	6	11.1	11.1	33.3
	15	3	5.6	5.6	38.9
	16	11	20.4	20.4	59.3
	17	10	18.5	18.5	77.8
	18	11	20.4	20.4	98.1
	19	1	1.9	1.9	100.0
	Total	54	100.0	100.0	